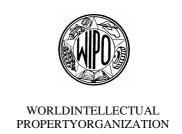
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THECOSTOFPROTECTI NGINTELLECTUALPROP ERTYINTHE PROCESS OF COMMERCIALIZATION

ENTREPRENEURSHIPANDTHECOMMERCIALIZATIONOFINVENTIONSAND RESEARCHRESULTSBASEDONANUMBEROFPOLISHEXPERIENCES (IN A COUNTRYINECONOMICTRANSI TION)

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SUMMARY

1. Innovativeness, creativity and progressive thinking in itself are nothing more than a demonstration of intellectual possibilities. However, the commercialization of inventive creativity, specially inenterprises and economic organizations, is the principal b asisfortheir progress, growth of competitiveness and improvement in quality of life for societies and nations.Professionalorganizations, suchas SPWiRinPoland, helpinrelation many innovativeactivities,introducingasynergyeffect,andarebenefi cialforinnovatorsandfor directorindirectusersoftheir "products." The present description is based on three successful examples of commercialization of proper inventions and the subsequent continuousimprovementorinnovative, creative development of resulting solutions. The first firm "MEDCOM" was established by a group of young scientific employees, from the Warsaw University of Technology, the best university of its kind in Poland. Commitment and personalconvictionallowedthemtogetthrough themostdifficulttimesandtoprogress slowlyusingmanagerialknowledge,somuchatthestart. Thesecondfirm "VIGO" is based ontheexceptional invention of one person, who gathered around him the group of specialists thatbeganproduction, followed by links within ternational distributors and the global commercializationofuncooledinfra -reddetectors. They established aspin derivedfromtheMilitaryUniversityofTechnology,whichoffersaverystrongpossibilityof "transformation" forthemilitarysectorincentralandeasternEuropeancountries. The third exampleisbasedonaninnovativeprocessdevisedintheState -ownedInstituteofHeavy Organic Synthesis, R&D sector, where the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses to South Korea also (and to other the sale of licenses the sale of lir countries)wasrecentlyasignificantsourceofincomeandprofitforallemployees. The generalconclusionsevendemonstratedifferentaspectsandallpointsofviewtobetakeninto consideration.

FOREWORD

- 2. Whatkindofvaluedoesaninv entionorinnovationhave?Fromaneconomicpointof viewitisapotentialvalueonly.Thepresentationofanidea,evenaparticularsolution,really demonstratesthepotentialeconomicpossibilityonly,butnotaneconomicfact.Atthat precisemomen t,theactualvalueofaninnovationisreallystillzeroornothing.Asaresult,it needspriordefiniteevaluationincaseofitspotentialcommercialization.Commercialization isnot,however,automatic.Eventheregistration(patenting)ofaninnov ativeideadoesnot guaranteemarketsuccess.Inpracticaltermsitformsthecostfortheinnovator(patenting fee),withoutprofitorincomeatthisstageofhis/heractivities.Innovativeness,creativityand progressivethinkinginitself,arenothing morethanademonstrationofintellectual possibilities.Onlythecommercializationiseconomicallyeffective,leadingtoan improvementinageneralandparticularsense.
- Fromadifferentpointofview, the new ideas, concepts, proposalso rothersolutions constituteverysignificantsourcesoftheeconomicgrowthforindividuals, newfirms, other companies or organizations, and also localities, regions and countries. They are therefore verystronglypromotedindevelopedcountries, which notonlyunderstandthisrelationbut practically support such performances through proper official structures, especially in the case ofindividualsandsmallormediumsizedfirms.Largerconcernsorcompanieshaveproper R&Dcentersanddonotgenerall yneedadditionalassistance. This schemedoes not function appropriatelyinunderdevelopedcountriesorinso -calledemergingoreconomic -transition countries. Inmany cases they have intellectual possibilities, but no funding or managerial experiencet oestablish, for instance, spin offorsimilarfirms. Inaddition to this observation

we can find good examples of this kind and conclude in an alytical terms, what features, found at ions or causes allowed them to succeed even in such difficult conditions.

4. This can be used even as a good less on formore interested parties, considering then ew challenges in the globale conomy and the increasing role of the "technology management" area: what does "effective management with and for technological changes "mean? Why do some people (or teams of people) achieve success incommercialization of certain innovative ideas and others do not? How can in this respect a National Association of Inventors or similar organization help? Is it possible, if we so metimes consider such associations as specificaborunions for inventors and innovators? Here we should explain the very great difference between the implementation of an invention and to commercialization. This corresponds to the idea "productout" as opposed to the concept "marketin." We are convinced as regards the latter concept, due to be neficial effects.

ANINNOVATIVECOMPAN Y -BARRIERSTODEVELOP MENT

5. IfwetrytomakeaSWOTanalysis(Strengths-Weaknesses-Opportunities-Threats) underPolishconditions(acountryintransition)foraninnovativecompany,inmostsuch companies,theanalysisshouldresemblethetablebelow[1].ThisSWOTanalysismaybe typicalforthefirststageofdevelopmentofaninnovativecompanyinanyloca tion.

Strengths	Weaknesses
Wideknowledgeinspecificareas	No"hard" assetsorlowlevelthereof
Singleplayerenterprise –lowcostsofR&D	Singleplayerenterprise –notkeepingdistance
Highflexibility	fromownmistakes
Customerorientedsolution	Lowlevelofknowledgeofeconomicprocesses andmethodsasregardscompanymanagement
	Entruststo"goodangel"ofexternalfinancing
	sources(suchasStateCommitteeforScientific
	Research -KBN,etc.)
Opportunities	Threats
Expensiveforeignsolution	Productioncapacitybarrier
Nointernalcompetition	Unwillingnesstosharesuccesswithothers
MarginalcostsofR&D	

- 6. Thereisnodoubtthatthebiggestadvantageofinnovativecompaniesisawide knowledgeofspecificareasofscience,inmo stcasesbasedonthepreviousscientificactivity offoundersofcompanies. Usually, itis "oneplayer" companies that are an advantage on the one hand and adisadvantage on the other, because no distance is kept from their mistakes. Also it is such companies which offer "customeroriented solutions."
- 7. Generallyinsuchcompaniesthereisnocompetitionbetweendomesticmanufacturers, butforeigncompetitionisexpensive. Themainsourceofforeigncompetitionliesinlarge internationalo rganizationswherethehighcostofdevelopingnewproductsiscombined with small-scalestructural flexibility (Elephant —Antelopes Syndrome).
- 8. Inwildlifeelephantscoexistwithantelopes. Elephantsdream about the speed and weight of antelopes and antelopes dream about the strength of elephants. This is similar to

the coexistence on the market of huge organizations dreaming about the flexibility of small enterprises and small companies dreaming about the strength of big organizations.

- 9. Low-levelknowledgeofoperationalandstrategicmanagementisatypicalfeatureof innovativeenterprises. The basis for company behavior on the market is "the basic instinct." Those companies do not accept estimates given by external organ izations, even if it is needed.
- 10. The big disadvantage of such companies is the low level of working capital. From a distance, when the day when orders must be met is coming, two barriers are created simultaneously. One is financial —companies have no money to start manufacturing, and the second barrier is one of manufacturing capacity, where a company is not prepared to increase orders. In most cases, at this moment the process of bankrupt cyor process of closing down the company begins.
- 11. Quiteoftenthefoundersofcompaniesexpectfinancialhelpfromgovernmental organizationssuchastheStateCommitteeforScientificResearch(KBNinPoland)orothers. Whensuchhelparrives,sometimesitisaquestionof"delayingtheago ny"ofthecompany, causedbythenormalbureaucraticlong -lastingadministrativeprocedures[1].

"MEDCOMLtd ." –Acaseoftechnologicaluniversitytoindustryandthe internationalmarket

- 12. MEDCOMLtd.wasestablishedin1988.Thefounders ofthecompanywereagroupof youngassistantsfromtheInstituteofControlofIndustrialElectronics(WarsawUniversityof Technology)[1].Themainreasonthatthefoundersdidthiswasasaresponsetoadropin wagesandadecreaseinco -operationb etweentheuniversityandindustry.Thefounder expectedlowaddedvalueforincomes.
- 13. FromthebeginningthecompanywasdirecteditselftowardsmanufacturingUPSanda backupsystemfortherapidlyincreasingPCmarket(incl.computersfor medicine).Until 1993,themainsourceofincomeswastheUPSsystemforthePCmarket.Thecompanywas searchingfornewproductssince1993,untilitdevelopedmorethan40differentproducts,but mostofthemwereonlyshortseries.Thatperiodwas veryimportantforthecompany becauseithadlearnedtobeflexibleandthemethodofusingproductsformanufacturing purposesquickly.
- 14. In1992,thecompanydevelopedbattery -chargingsystemsdesignedforindustrialand powersectorapplica tions. Thusthis product has a "star" rating as the company's main product. Overthen exttenyears the financial and markets trength of *MEDCOMLtd.*, grew and, so farmore than 250 designs have been developed (70 of the munfort unately only to stay on the shelf), designed for four markets: powersector and industry, traction equipment (3000 VDC, 600 VDC), military production and export. MEDCOMLtd. currently employs 48 people: R&D -16 people (six with *Ph.D.Eng.* title); direct production -19 technician s; production support -seven people; administration -three people; and sales department three people.
- 15. Theboardmembersareactive, in addition to their board duties, they currently belong to departments. Some production employees are outsourced up to 10 people. The company is certified with the ISO 9001 quality managements tandard (the system was first applied in 1996). Gross Profit Marginis 5% -10% of turnover. Accumulated capitalis over three millionzloty (for comparison, a pprox. 1 USD=4 zloty).

- 16. Thecompany'stask,whichhasbeencreated"bytheway,"is"tosearchandplaceits productsinmarketgaps —nicheproductionorcustomdesign."Mostoftheproductsusethe latesttechnologiesinthefieldofpowe relectronics.Markettrendsareinvestigatedbysuch toolsas:
 - (a) theInternet;
 - (b) specializedinternationalfairsoverseas;
 - (c) subscriptionsworldwidespecializedpapers;
 - (d) observation of trends in large international organizations.
- 17. Oneoftheimportantelementsofthestrategyofagrowinginnovativeenterpriseisthe needtoreduceorcontrolthespeedofgrowth. Yearbyyearturnoverhasincreasedforthe pasttenyears. Onlyin 1999 was therea 5% decrease turnover on the previous year. One of the most important reasons for the economic success of MEDCOMLtd. was the decrease in the speedof company development. Whenever the company cash flow was positive there was an increase in orders. Whenever the cash flow was sensitive an increased. Twice in the company's history attempts were made to reduce the company's speedofgrowth. First in 1994 and then in 1998.
- 18. Onthesecondoccasionitwasalsotheunforeseeneffectofdecreasingordersin1999, owingto theunfavorablemarketsituation. Themethodsofself -limitationforthecompany were constituted by traditional market behavior such as excessively high prices, long delivery period, etc. In addition to that market activity, internal company restructuri ngwas provided mainly to increase production capacity (see Fig.: Market structure of MEDCOMLtd. in 2001).
- 19. Thereisnouniversalrecipeforanyinnovativecompan y andeverycaseisindividual. InPolandtherearenoregulationsforsupport ingandstimulatinginnovativecompanies. Banksorotherfinancialinstitutionsmustbeinfluencedsoastoprovideamechanismfor financinginnovativecompanies. First, such financialorganizations should have the ability to calculate a "creditrisk," and secondly, to support innovative companies in applying the methods for their effective management. All these companies have a higher "creditrisk." Only certain innovative companies had the opport unity to celebrate financial success, but the majority of the mare still "on the way up to the hill," if they haven' talready disappeared.
 - "VIGOLtd." Newcaseofgenerationofinfrareddetectors –Fromideato commercialization
- 20. Properenterpriselocationintheneweconomyrealityhasbecom eamajorproblemnot onlyforstateownedfactoriesandgeneralmanagers,andR&Dinstitutions,butalsofornewly created,privately -ownedenterprises,seekingaplaceinthemarket[2].Itisnoteasytofind one'sownwayincomplicatedeconomicaland politicalconditions.Joining –aspartners thecountrieswhichhavelonglivesinfree,worldwideopenmarket,ruledbystrict competitionlaws,leadstotheoccurrenceofmanyerrors.Thereisdemandforachangein long-standinghabits,relationst othecustomerandownwork,andaneedtofindgapsinthe worldwidesyndicatesmarket.Itisparticularlydifficulttoday,inconditionsofverystrong

capital concentration, and the broadening of worldwide economic processes and simultaneous capital de ficiencies.

- 21. Atthebeginningofthe1970s,inWAT(MilitaryUniversityofTechnologyinWarsaw), ProfessorPiotrowski'steam –atthattimeadoctoroftechnicalscience —theknow -howwas developedforuncooled,infraredphoton -detectors.T hedetectorsproduced —owingtothe lackoftheneedforcoolingwithliquidnitrogen(ca. —170°C)createdanewwideapplication rangeforIRprocessengineering,notonlyformilitaryapplications,butalsoinverymany civilianones.Informationconce rningthenewtypeofIRdetectorsdevelopedinPoland,and publicizedinscientificliterature,wasmetwithincredulityatthattime —bothintheWestand East.
- 22. Inrelationtothemaindomesticelectronicindustrylevel,thisinventionwas aheadofits times. Apartfromannouncementsinstrictlyscientificliterature, Westerncountrieswerecut offfromnumberoftechnicaldataandcommercialinformation. Polishforeigntradewas concentratedinasmallnumberofauthorizedcentraltrade institutions, where experts, who could provide askilledopinionwere lacking. An unrealistic US\$exchangerate, connected with strictly controlled access to foreign currencies, made the start of promotion activity impossible without Stateauthority app roval. Lackofacces to the market made it impossible to sell products, and therefore generated a lackoffinancial means for quick development.
- 23. Marketsuccessfirstoccurredin1980, when at the Bostonscientific meeting CLEO'80, following the presentation of papers, private contacts were created with a US whole saler. The distributor took arisk in promoting Polish detectors in the US market. The existing reality very quickly meant that initial plans were verified. Very strong economic egression in Poland, and related lack of financial means, meant that in 1990 the termination of the States or derled with good reason, from an independent VIGO, to the establishment of a cooperative. Owing to certain market opportunities, and as mall numb eroff or eignor ders, the cooperative has with very great difficulty survived, by financing R&Dactivity with its own means.
- 24. VIGOLtd.orVigo -SystemsLtd.isactuallyasmall -scale,fullyprivatelyowned enterprise,dealingwithR&Dand implementationmainlyofitsowntechnicalsolutionsand devices,inoptoelectronics,withadvancedknow -how.Thecoreteamofpeopleconsistsof highlyqualifiedexperts(oneprofessor,sevendoctorsoftechnicalscienceand15engineers) and currentlye mploysabout50people,mainlyhighlyqualifiedtechnicians.Thebasicpartof thefirm'sincomeisfromoptoelectronic,electronicandopticaldevices,andthesaleofother sub-assemblies,mainlythefirm'sownproducts -basedonitsowninventionsand know-how.
- 25. Approximately50%to70%ofthefirm'sproductionisindevelopedcountries'market trade.ItscooperativeVIGOLtd.engages16wholesalersworldwide,onaglobalscale.Its mainforeignmarketisintheUSA,Canada,Germany,J apanandGreatBritain.Thefirm's employeesmaintaincloseconnectionswithdomesticandforeignscientificinstitutions,as expressedintheexchangeofexperiences,commonlyexecutedresearchworks,papers,and scientificpractices.Polishuniversitie shavesenttheirstudentstothefirmforpracticeand thesispreparation.(Thefirsteveruncooledinfraredradiationdetector10.6m,inventedby thePolishfirm"VIGOSystemsLtd.":photoresistor;photo -magneto-electricdetector).

MANAGEMENTREOR IENTATIONTOAMARKE TECONOMY

- 26. The VIGO Systems management has applied adaptation means to the new economic conditions. The best patterns were taken into account, starting with management studies, organized by INSEAD European Institute of B usiness Administration in Fontaine bleau, near Paris, France, followed by postgraduate marketing studies, and staff training courses. The knowledgegained provided an entirely new perspective formarket economy problems. Not only the approach to managemen taffairs, production control, staff management and distribution of resources has changed radically.
- 27. Thefirm's aims were radically re -evaluated, together with the method stoachieve them, financial calculations, and presentation of the firm 's financial statements, as well as a hierarchy of tasks in terms of their importance. Marketing importance was assessed, and adequate steps were under taken to adapt the firm's tasks to market demands. In contrast to the previously applied, "pro -product" firm organization, tasks are now directed to "market oriented" activity.
- 28. Significantfeaturesofmarket -orientedactivityaremanagement,research,trade, developmentandproduction –fromtheorganizationprocesstothesubmissionofcustom ers' requirements. Inthis case the keyproblem is achieving perfect market requirements competitors, knowledge and the anticipation of new needs and creation of abilities. At the company's world trends meeting, the Quality Management System based on he ISO 9001 Standard was implemented.
- 29. Productswithoutquicksaleperspectiveproductionwereeliminated. Actual production was exclusively for orders submitted, so that a stock of real products would not be accumulated. The storage rooms for awmaterials, substands pare parts was removed and production is based on current deliveries, ordered on the basis that materials good irectly to the production line. The services of the State Foreign Trade Office were abandoned, and the firm 's own trade of fice was set up through complex customer attendance, product promotion and technical advice provision.
- 30. Thefirm'stradeofficealsoengagesinbrokeragetradewithoptoelectronicdevicesand sub-assembliesfromrenownedWester ncompanies.Intensivesurveyors'effortswere undertakentofindanewmass -marketproductwhileensuringregularsales.Lastbutnot least, with great courage, the firmaims to promote itself inforeign markets through large fairs, participation in exhibitions and worldwidespecialist professional magazines publishing advertising information.
- 31. Inaninnovationcompany, with a homogenous and limited product range, one of the biggest problems is maintaining a financial liquidity, when a nattemptism a detoconquer the market and long termor dersare not available. This is connected with the specific product development and market lifecycles. The problem is more serious, when the company's products are are almovely at the global level, and its market acceptance is connected with the need to convince customers to purchase and also a certain amount of didactic work and to inform the mofe ffective methods for the exploitation of new product parameters.
- 32. Asourownexperienceteach esus, supported by wholes alers' opinion and research results, the introduction of an ewproduct (when it is really an ewproduct) into the market takes two to three years. For innovation companies, in Polish conditions, that means an eed to find funding sources for scientific research, R&D and product promotion, but out side the

bankingsystem. In practice, this means that there is a need to find sponsors or to undertake additional, profitable tradeors ervice activity, and with its help, live through difficult times.

ICSO Institute of Heavy Organic Synthesis ``Blachownia'' - Case of Processes of an epoxy resins combine, implemented in Poland, Korea, etc. by R&D chemical institute on the international, worldwide market

- 33. Chemicalprocessesforma nufacturingbisphenolA, allylchloride, epichlorohydrinand epoxyresinsconstitutethe EpoxyResinCombinedeveloped and implemented by Polish inventors from the Institute of Heavy Organic Synthesis (ICSO Instytut Ciêkiej Syntezy Organicznej) "Blachownia" located in the small city of Kêdzierzyn KoŸle, southwest Poland, and other companies cooperating with this institute. [3].
- 34. ThecompanyPetroCarboChemSyntezaS.A,atKêdzierzyn -KoŸleproduces bisphenolA(12000t/y),thecompanyZaksady ChemiczneZachematBydgoszcz(northern Poland)producesallylchloride(33000t/y),andthecompanyZaksadyChemiczneOrganika SarzynaatNowaSarzyna(southeastPoland)producesepoxyresins(12000t/y).The processesdevelopedbyICSOinventorsare verycompetitiveinrelationtoleadingworld chemicalcompanies.
- 35. Thisnoveltyandtheadvantagesoftheprocessesweregroundsforthesuccessful provisionofbisphenolAlicensesforsixforeigncompanies,anallylchloridelicence —for *SamsungFineChemicalsCo*. (SouthKorea),andrecentlyabisphenolAandepoxyresins license —forSalzgitterAnlagenbau,butitsplantlocatedinIran.Saleofthelicenses generatedincomeofmanymillionsofdollars.Allproductsareusedinmanyindu strial sectors.
- 36. Atthepresentmoment, the allylchloride and epichlor ohydrin processen ableshigh purity products to be produced on an industrial scale: allylchloride more than 99.3% pure and epichlor ohydrin more than 99.9% pure, with low consumption of raw materials and utilities. In that connection a 30,000 t/year plant, erected at Ulsan, South Korea and based on the Polish basic design package, was put on stream in 1999. All the consumption factors guaranteed by the ICSO "Blachownia" and "Zachem-Bydgoszcz" have been achieved (see photoabove).
- 37. TheInstitute's inventors have been conducting studies intended to improve the ICSO's own process. For several years the ICSO has been cooperating as well with the Purolite Company (Great Britain) and with the Sulzer Chemtech Company (Switzerland) in the areas of ion -exchangeres ins, and crystallization and distillation processes respectively. Both the inventors and the ICSO Institute are members of the Association of Polish Inventors and Rationalizers (SPWiR). So they also try to promote their inventions.

FINALOBSERVATIONS, CONCLUSIONSANDRECO MMENDATIONS

38. Ingeneral, apartfrom the successful examples presented above, an innovative conception for an ewproductist oolittle nowad ay sinterms of conquering the market and enhancing future prospects. In open market conditions, with free access for all producers around the world, it is necessary to consider promotion, based on marketing studies, mechanisms governing cu stomers' behavior, steady research into processen gineering changes, and R&D works execution, so as not to lag behind.

- 39. Itisobviouslyimpossible,intermsofnationalindustrialpotential-inacountrythe sizeofPoland –tobuildatgras srootslevelintensofthousandsofinnovationcompanies, whereeachcanfinditsowntechnologicalniche. Thereshouldanywaybeastrong developmenttrendandsponsorshipforinnovationfirms, aswellastheremovalofbarriersto technologicalprogre ss.
- 40. SupportforthisargumentlayintheexistenceofMEDCOMandVIGOLtd.,which havesurviveddifficulttimesduringtheperiodofeconomicreconstructioninPoland,asa resultofsubstantialexpendituresforR&Dstudiesandthereorganiza tionofmanagement rules. Asignificantnoteinafirm's maintenanceontheworldwidemarketisplayed by new trade, production, and apublic relationsorganization philosophy. An experiment in transferring a firm from a product oriented to a marketor iented approach was fully successful here. The biggest worldwide wholesalers are interested in selling products. The producers of modern devices, invented and manufactured in Poland, a restill growing.
- 41. Itisdifficulttoimaginethatsomeo necanachievesuccessonthefreemarket, without respecting the rules that are obligatory there. This is particularly important for small market participants, which have extremely limited room formaneuver, in relation to the need to find technological niches, with limited financial means. In Poland, in the improbable legitimate disorder created over time, and the clash of ideas created by stated uties, the sesmall innovation companies have stood together.
- 42. Thiswasaverydifficultsituati on,mainlyforthoseinstitutionswhoseactivitiesareon theonehand –ratherrisky,butonthehand –veryimportantfortheState.Industry traditionallyadapteditselftomassproduction,asitsnaturaldispositionlayinagreatinertia towardsprod uction,andtotheintroductionofnovelty,whereprocessengineeringchangesare essential.Thisseldomexistsinlarge –scaleindustry,asproductionoccursinsmallinnovation companies.Butforeffectiveactivityinthesefirms,inmostcases,stateo rindustry sponsorshipisneeded.
- 43. Theprocessofdevisingfinancialmeansforcompanyactivityandindispensable R&D studiesdesignedtoachievemarketsuccessareconnectedwithsurpassingacertain criticalmass, which is impossible in lation to self financing. Execution of marketing research, where this is executed adequately, is usually beyond small company capabilities, but it is the basis of sound investment. In small Polish companies the major part of investment is decided intuitively. In R&D institutes correct adaptation to an ewsituation is mandatory. Success depends on marketorientation and real official industrial policy.
- 44. Butthestateandindustryhavenotstilldevisedamechanismforengineering,the utilizationoftheintellectualpotentialofstaff,andforsmallinnovationcompanysponsorship. Thisisstronglyrecommended.Expectationsthatinnovationenterprisesshouldbeself supporting,workingattheirownrisk,withoutcapitalsupport,demonstrate sthesamenaiveté, astheviewthatUncleSamwillcomeinwithasackofdollarsandeverybodywillmake businesstogether[1,2,3].

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